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Intermountain Reporter

United States Department of Agriculture • Forest Service • Intermountain Region • Ogden, Utah • DECEMBER 1989

CHRISTMAS ISSUE

As 1989 comes to a close, we in the Intermountain Region have much to be thankful for. Even though we had another record fire season, our safety accomplishments were remarkable. When other Regions experienced hurricanes and earthquakes, our people helped both physically and financially. The response throughout the Region to others in need, including the Combined Federal Campaign, was impressive and heartwarming—in the finest Forest Service tradition.

Now as we enter a new decade, this Region is poised to lead the Forest Service in implementing Total Quality Management. Our employees at all levels will be empowered to do whatever is needed to meet customer expectations in "Caring for the Land and Serving People."

I wish you all the happiest of holiday seasons! Greetings to our employees and their families, retirees, friends, critics and partners. Merry Christmas to all and a Happy New Year!

Stan

Merry Christmas

RO NEWS

A Kettle Full of Love

The iron kettle and ringing brass bell have become a Christmas tradition.

The first kettle appeared in San Francisco before the turn of the century. The year of 1894 was difficult, especially for seamen stranded with no jobs and no place to go for the holiday.

Major Joseph McFee of the Volunteers of America approached businessmen with his idea to provide Christmas dinner for the seamen and other homeless and poor people. While there were a few modest pledges, there was not nearly enough to carry out his plan.

While passing a ship chandler's shop, his eye fell on a large iron kettle hanging from a tripod in the window. McFee had an idea. He bought the kettle and set it up on a busy intersection with a sign that said, "Keep the pot boiling."

Standing beside the kettle and ringing a bell to get attention, he shouted out his purpose for all to hear. Nickels, dimes and quarters clinked in, and enough was raised to feed fifteen thousand hungry people on Christmas Day.

The idea caught on, and today is a familiar sight in every city.

Ogden Employees "Keep the Pot Boiling"

This is Syringa, a 6-year old whose mother was killed in an automobile accident on June 7. Her mother was employed as a seasonal on the Targhee National Forest at the time of her death. As her mother was a single parent with no insurance, Syringa is now living with her grandparents who are on a very limited fixed income.

Although not affiliated with the Salvation Army's effort described above in, "A Kettle Full of Love," the Ogden Forest Service Women's Association (FSWA) has tried in its own way to "Keep the Pot Boiling" and to help those in need.

Working as an agent for all Ogden Forest Service employees who contributed so generously to its many fundraisers, these are the people that FSWA helped in 1989:

★$400 were given to an Older American employee with medical problems.

★3 turkeys were donated to Saint Anne's Shelter for the Homeless to help with Thanksgiving dinner.

★$1,200 went to Hurricane Hugo victims.

★$1,200 were sent to help little 6-year-old Mikey with costs associated with his recent liver transplant. Mikey's dad is Mike Malis, an Electronic Technician on the Lincoln National Forest in Region 3.

★A $1,000 bond, a $400 check and a 1989 fire sweatshirt were presented to Syringa in memory of her mother (see Syringa's photo and caption).

And this year, Combined Federal Campaign donations reached an all-time high in the Regional Office. With an average gift of $99.47, $28,051.00 was pledged.

Opportunities are always there for staffs, Districts, Forests, individuals or families to show compassion. As you make out your Christmas gift list, consider others whose basic needs are too great to bear alone.

Even within our own ranks, there are those who can use help through donations of annual leave, money or blood. In last month's issue of the "Reporter," we listed addresses for donations to hurricane victims. The following are addresses for donations to help Mikey Malis and his parents with the astronomical expenses they face.

Western Bank
c/o Otero County Crises Fund
for Michael Malis
9th and Maryland
Alamogorda, NM 88310

TMF Michael Malis Fund
c/o Ruidosa State Bank
P.O. Box B
Ruidosa, NM 88345

Michael also needs replacement type A+ blood donations.

Hopefully, all those who unselfishly made the above donations possible are experiencing that certain kind of personal, silent gratification that comes from helping someone they don't know, just because that someone needs help. Forest Service employees continually keep the pot boiling because they are a caring people.

Putting TQM Together

The August Intermountain Reporter presented Total Quality Management (TQM) as a puzzle, with all Region 4 employees holding the pieces. Since then, part of the puzzle has come together—with leadership clarified, an educational process begun, and Quality Improvement Teams chartered. All employees will start to see the pieces they can contribute to the total picture as units begin their own quality improvement process over the next year. Here's a brief update on what's happened since we embarked on TQM this past summer—and a brief "Calendar" of what will be happening in TQM in 1990.

WHAT HAS HAPPENED

NEW DIRECTIONS: The "Regional Quality Council," charged with overall TQM direction, changed its name to Regional Quality Steering Team (QST) to more accurately reflect its role in TQM. Meeting monthly since July, the QST has drafted a vision statement, developed Quality Improvement (QI) Team criteria, and reviewed many approaches to quality management.

NEW TEAMS: QST has chartered four pilot QI Teams to deal with problems and improvement opportunities of Regional scope: National Environmental Policy Act (NEPA) Process; Frontline Recognition; Quality Customer Service Team Approaches; and Frontline Networking. Teams attended problem-solving process training this fall. QST will work closely with these "test" teams as they try problem-solving techniques, and share their findings with the Leadership Team.

NEW DESIGN: TQM staff and QST have also laid the groundwork for a Regional quality implementation process. An approach developed by quality consultants from 3M Corporation is being tailored to Forest Service needs. It includes training for every employee, in-house experts (facilitators) and a planning sequence that allows each unit to initiate its own quality improvement process.

WHAT WILL HAPPEN

11/89-1/90 FACILITATOR SELECTION AND TRAINING: Facilitators, at least one from each Forest and two from the Regional Office, will be trained in St. Paul, Minnesota, for their role as a local TQM coordinator and coach to Quality Improvement Teams.

2/90 MANAGEMENT TRAINING: Regional Leadership Team and Facilitators will attend three-day Quality Management Workshop put on by 3M.

SPRING FIELD AWARENESS/IMPLEMENTATION: Each Forest and Regional Office Staff will start a quality planning process. All employees will participate in either a Management Workshop or a Your Role in Quality Workshop, with timing up to unit management. Each unit will develop a quality plan, select priority projects for quality improvement and charter Quality Improvement Teams. Individuals will learn how to identify their own customers—inside and outside the Forest Service—and develop personal action plans to meet their customer expectations.

WHAT ELSE

The TQM Staff would be glad to answer specific questions, comments or concerns about TQM. Call (801) 625-5775 or FTS prefix 586; DG TQM:R04A; or write TQM Staff, Suite 208 Creston Plaza, Ogden, UT 84401. We will also try to answer some of the most common questions in a forthcoming "Policy Matters" column in the Intermountain Reporter.

Cindy Chojnacky
Information Office

"GREAT IDEAS NEED LANDING GEAR AS WELL AS WINGS."

Adolphe A. Berle, Jr.

In a conversation with the editor of the Intermountain Reporter," Ed Browning (then Acting Deputy Regional Forester of Resources and a member of the Quality Council) expressed concern that employees may expect too much from TQM too soon.

He said, "TQM is a long-term investment, not a quick fix. Our society has conditioned us to expect instant gratification but, with TQM, we probably won't see any concrete benefits for 5 to 10 years. Some culture evolution must take place in our way of doing business. We want to insure that we have a well thought out strategy before we ever start to implement TQM, and that takes time—time that is essential to the success of TQM. TQM means doing the right thing—the right way—every time. We need to implement TQM with the TQM philosophy."

Grab the Brass Ring

Health and fitness are not gifts that can be given. The Region has, however, given us the gift of time and conditions to seek after these things.

A believer that physically fit and healthy employees feel better, stay in better humor, handle people better and contribute more, the Intermountain Region supports Wellness and Fitness Programs on all its units.

"We want our employees to be at their best at work and in their personal lives; to be all they can be," said Ed Browning, Chairman of the Regional Office Wellness Committee.

"Wellness is not just the absence of disease," explained Jennifer Preslar, contracted Regional Office Fitness Program Coordinator. "Actually wellness integrates exercise, diet, and other health and fitness considerations into a broad program that encourages healthy lifestyles." Objectives of the program include improved ability to handle stress, decreased abuse of alcohol and drugs, reduction in illness and injuries, and increased work productivity or service.

"In the Regional Office, health and wellness is a program by the employee and for the employee. Participation is voluntary, not mandatory. Motivation is to come from education and positive reinforcement rather than rigid enforcement of rules. This approach recognizes that 'self-responsibility' is the key to wellness," said Browning. True to that objective, here is what the Regional Office has been doing since March in the wellness and fitness arena.

Every employee has been encouraged to partcipate in the Wellness and Fitness Program. The agency and participating employees shared the costs of a complete screening which included individual counseling and additional followup. Employee costs were $10. Mates were invited to participate but their cost was $30. "Mate involvement is important because participants need that encouragement, support and influence," said Jennifer.

The screening included a confidential questionnaire to help identify needed changes in the participant's lifestyle. The questionnaire asked about such things as use of seatbelts, protecting the skin from sun exposure, managing stress, and smoking. A blood draw checked HDL and LDL cholesterol (the good and bad), triglycerides and blood glucose. Fortunately, there was only one "high risk" person in the 208 employees tested. All testing results are confidential.

A "Fitness Evaluation" was next. This included a comprehensive, computerized evaluation on percent of body fat, bicep strength, flexibility, resting heart rate, systolic and diastolic blood pressure and a submaximal aerobic test. After all tests were correlated, Jennifer counseled each employee, with advice tailored to test results.

Interested employees are granted release time to attend brown baggers on diet, nutrition, exercise, stress management and substance abuse. Bulletin boards on each floor of the Ogden Federal Building display current information on nutrition, fitness, medical advice, low-fat recipes and races.

Activities are planned around the needs and desires of Regional Office employees. The "With a Little Help From My Friends" program got sedentary people exercising with their more active friends. Any preferred exercise was acceptable. "Walking 20 minutes a day is a good start to an exercise program," Jennifer says. She recommends employees start slow, building in intensity as muscle strength increases.

"Aerobic exercise is ideal, and it doesn't need to be in a leotard or a gym," Jennifer said. Aerobic activity incorporates three things: intensity, duration and frequency. It involves lower, larger muscles and elevates heart rate. She recommends biking, running, jogging, cross-country skiing, swimming, or aerobic dance. Racquetball and handball have also been included as acceptable aerobic activities. Local fitness establishments in the Ogden area are cooperating by offering employees a corporate rate for use of their facilities.

Approximately 70 employees have taken advantage of one-half-hour work release time, three times a week, for approved physical activities. The employee must match release time with personal time. Participation in the Health Risk Appraisal, the blood profile, the Microfit Analysis, and an approved personalized program are required before release time is granted an employee.

Another member of the Regional Office wellness and fitness team is Fern Brown, R.N. She is available to monitor blood pressure and weight and can dispense non-prescription medication. With a physican's prescription, she can administer allergy and flu injections. This convenient service saves a visit to the doctor's office. Fern's station is also a rest area for employees who aren't feeling well.

This is what is being done in the Regional Office in support of the Wellness and Fitness Program. We know similar efforts are going on at the field level. "There is overall enthusiasm and commitment to this program," said Hank Walters, Regional Health and Safety Officer and Steering Committee member. "The Region encourages and supports employees and their mates who strive to attain physical fitness."

Jeannie Thorne
Summer Intern from Weber College
Information Office (RO)

Testing Shows Room for Improvement

Statistical information from the Regional Office Health and Wellness Screening is in. All in all, Regional Office employees are a fairly healthy and happy group—but there is room for improvement. Some 208 employees participated in the screening (questionnaire on lifestyle, a blood draw, and a microfit evaluation) which showed:

Participants: 208 employees (112 men and 96 women); 182 were between the ages of 30 and 59.

Heart Problems: 75 said they had a family history of heart attacks or bypass surgery; but only 12 had had a heart attack, angina, bypass angioplasty, stroke, or blood vessel surgery.

Medical Evaluations: All 208 had been medically examined at least once in the last 5 years.

Smoking: 16 smokers; 47 prior smokers; 4 pipe or cigar smokers; 3 used snuff or chewing tobacco.

Blood Pressure: 32 had high readings sometime during the last year.

Cholesterol: 67 percent were "at risk."

Eating Habits: 90 ate red meat 3 to 6 times per week; 169 ate 3 or less eggs per week; 135 ate fried foods twice a week or less.

Vigorous Exercise: 89 exercised 3 or more times a week; 43 exercised 1 to 2 times a week; 76 excercised less than once a week.

Personality Type: 14 described themselves as competitive, easily angered, pressed for time, or bossy. 61 said they easily became angry over small problems.

Energy Level: 115 reported it was lower than it used to be.

Attitude About Life: 145 said they did not have a high sense of satisfaction with life.

Alcohol: 2 admitted to driving a motor vehicle while under the influence of alcohol. 102 drink an average of 5 alcoholic beverages per week; 4 had more than 14 drinks per week.

Drugs: 7 use drugs almost daily to affect moods or to relax; 5 do sometimes.

Sun Protection: 73 do not use proper clothing or sunscreen as protection from the sun.

Seatbelts: 141 always wear a seatbelt; 5 never do.

Smoke Alarms: 177 have smoke alarms in their homes.

Obviously, there is room for improvement. But those 208 Regional Office employees are on their way—now they know their problem areas and have the encouragement of Management and a health and wellness support group. They know they won't be struggling alone.

Deputy Regional Forester Clair Beasley (center left) and Regional Health and Safety Specialist Hank Walters accept the Office of Personnel Management Director's Award for an Outstanding Federal Health and Fitness Program. Making the presentation are Claudia Cooley, Associate Director, and Allan D. Heuerman, Assistant Director, Office of Personnel Management.

The citation for the September 27 award reads:

U.S. FOREST SERVICE INTERMOUNTAIN REGIONAL OFFICE and STATION HEADQUARTERS U.S. Department of Agriculture Ogden, Utah

The Intermountain Region/Station "Health and Wellness Program" is an outstanding example of an installation's efforts to provide health/fitness opportunities and education to employees despite a small budget and lack of a facility. The agency has 500 employees and effectively links related human resource services to provide the broadest range of health/fitness options possible.

The changes in the program since it began in 1982 reflect strong commitment from both management and employee groups and a significant growth in the amount of resources devoted to the program. In early years, the health education portion of the program was directed by a volunteer nurse and the fitness portion consisted of a yearly health/risk appraisal. Today, a wide range of health education activities and a full-level fitness program, including testing, counseling and referral to local fitness facilities, are available for all employees.

Despite the lack of an on-site facility, several initiatives have been implemented to boost program participation. For example, a program steering committee, consisting of representation from health, fitness, employee recreation, employee assistance, and safety and health, has successfully encouraged management to support the program by allowing employees three hours of official time per pay period to be matched by three hours of their own time to participate in aerobic activity. A health/risk appraisal is mandatory for employees using official time, and a supervisor/employee "contract" must outline the specifics of the arrangement.

FOREST NEWS

Idaho Rivers Symposium Coming!

A year ago, the 25th anniversary of the Wild and Scenic Rivers Act was celebrated with a symposium in Washington D.C. As a followup, the "Idaho Rivers Symposium: A Confluence of Interests" is planned for January 12 and 13, 1990, in Boise, Idaho.

The Idaho Rivers Symposium is designed for anyone who uses or loves Idaho's rivers and streams—recreationists, landowners, farmers, or timber and mining interests. The two-day symposium will bring divergent river users to a common agenda: the future of our rivers and streams—the lifeblood of the State. Improved understanding of and respect for shared river rights and responsibilities should be the outcome.

The Northern Rockies Rivers Project, a private group, is organizing the symposium. Funding is coming from another private organization, American Rivers, Inc., with 13 federal and state agencies, conservation and recreation organizations serving as co-sponsors.

Stewart Udall, former Secretary of the Interior; Larry Craig, U.S. Representative; Cecil Andrus, Governor of Idaho; and Dr. Roderick Nash, professor of Environmental History, are all confirmed speakers. Other invited guests are Chief Dale Robertson; James Ridenour, Director of the Park Service; and Cy Jamison, Director of the Bureau of Land Management.

The agenda includes topics such as: "River Users Speak Out," "The Payette River Under the Planner's Microscope," "River Photography Workshop," "The Push to Designate," "The Snake River from Headwaters to Confluence," and a panel with Attorney Ed Chaney; Dr. William McLaughlin, University of Idaho; Senator Laird Noh, Idaho State Senate; and Forest Supervisor Tom Kovalicky, Nez Perce National Forest.

For registration information, contact Vicki Jo Lawson, Boise National Forest, (FTS) 554-4156.

Pre-Fire Emergency Help

This past summer, the Timpanogos Regulars, a team of firefighters from the Uinta National Forest, calmly and effectively dealt with a nonfire emergency that required on-the-spot decisionmaking and medical and safety measures.

On August 8, 1989, the Timpanogos Regulars were dispatched by chartered bus to the Lowman Fire on the Boise National Forest in Idaho. Sixty miles from Burley, Idaho, on Interstate 84, visibility was reduced to almost zero by dense smoke from a range fire burning on both sides of the highway. Winds were gusting at 20 to 30 miles an hour. While other vehicles were turning back because of the dangerous conditions, the busdriver decided to proceed, driving slowly. Without warning, an accident involving two vehicles and a tractor trailer could be seen. Tim Garcia (crew boss) instructed the busdriver to carefully pull to the front of the accident and off the road to prevent further accidents.

Under Tim's supervision, Debbie Honeycutt and Ginger Van Orman (emergency medical technicians (EMT's), Shaun Nelson (Army medic), Mike White (squad boss) and Shellee Smith (firefighter) assessed the situation. Their efforts were then directed toward the two victims who had been moved to one of the trucks.

The accident had occurred approximately 45 minutes before the arrival of the Timpanogos Regulars but requested emergency vehicles had not yet arrived. One accident victim, the father, had a broken leg, lacerated neck, possible internal head injuries and was in shock. The other victim, a young girl, was in shock but did not appear to have any life-threatening injuries. There was imminent danger from a truck filled with cyanide pellets that had broken open during the accident.

With eyes burning from the smoke and dust, the entire crew swung into action directing traffic, setting flares, getting water and blankets, and using radios as they unsuccessfully tried to again contact emergency equipment.

The EMT's treated the victims and offered them comfort and assistance. Even so, the father's condition continued to worsen. It had been about two hours since the accident and still no ambulances. The wind was blowing erratically and the fire kept changing directions, endangering crew members and victims alike. Because of these factors, the decision was made to transport the victims to the Burley hospital using available transportation, rather than waiting for the emergency vehicles.

The crew improvised a backboard to carry the father to a truck with a shell that would transport him to the hospital. A bystander took the girl in his personal auto. Two EMT's accompanied each vehicle.

En route to the hospital, the entourage flagged down the emergency vehicles traveling to the accident. After giving an injury update to emergency vehicle personnel, the EMT's of the Timpanogos Regulars continued on to the hospital for treatment of eye irritation caused by the blowing smoke and dirt at the accident site. As soon as the Highway Patrol released those crew members left at the accident site, the Timpanogos Regulars were, once more, on their way to the Lowman Fire.

The bystander who transported the injured girl to Burley later said in a letter to the Pleasant Grove District Ranger (Utah), "I must commend these Forest Service employees for an outstanding job . . . They performed . . . with winds gusting up to about 40 miles per hour, and blowing ash and smoke which reduced visibility and made communications extremely difficult. In addition to treating the injured, they also were instrumental in preventing further traffic collisions at the accident site . . ."

The Timpanogos Regulars had been trained for emergency situations and they performed effectively and efficiently. They gave aid and comfort in an extremely dangerous situation with little thought to personal safety.

Loyal Clark, Uinta National Forest

Hats Off to . . .

John Baglien, Buffalo District Ranger, Bridger-Teton NF

During his four years as the Buffalo District Ranger on the Bridger-Teton National Forest, John Baglien has exemplified the type of Ranger we hope represents the future for the Forest Service. He is intimately in touch with the lands in his District and consistently shows strong sensitivity to the management needs of all forest resources.

John's District includes the 583,500-acre Teton Wilderness Area. He knows this area well. He has been out on the ground—seen it, felt it, slept on it. He firmly believes that wilderness management plays an important role in overall management of forest resources. On his own District, John has doubled the number of wilderness rangers and trail maintenance crews. He also made the original call to let the Mink Fire burn in 1988—a bold decision which revealed John's clear understanding of the important role of natural fire in a wilderness area.

John is also careful to comply with the National Environmental Policy Act and to involve the public in forest projects. For example, he insisted on a full Environmental Impact Statement on the Sohare Creek oil well when other Forest Service officials were satisfied with an Environmental Assessment. In other cases, he has gone the extra mile to inform the public, arrange and attend field trips, and carefully explain his concerns and goals.

The current timber objectives for the Buffalo District, as outlined in the Forest Plan, are a tremendous improvement over historical levels. John was involved in shaping these new directions. He supports small-scale logging and the use of minimum impact equipment, and developed the multi-product timber program to better balance our need for wood with the needs of the forest and the loggers.

Our hats are off to John Baglien for insisting on responsible forest management principles and influencing a new innovative and appropriate direction for the Buffalo District.

—A reprint from the November Newsletter of the Jackson Hole Alliance for Responsible Planning.

Mimi

It isn't easy being a smokejumper. Just ask anyone who has been through the training at the McCall Smokejumper Base on the Payette National Forest.

Besides being very knowledgeable about fire—its cause(s), behavior, and control—a smokejumper must be in excellent physical and mental shape, a combination that few of us even approach! Being "dumped" from a low-flying plane, parachuting toward a flame-filled forest (while hoping you and your gear don't get caught up in a tree), digging those blankety blank lines and, when that work is finished, hiking perhaps five or ten miles to a pickup point with a 70-pound pack on your back.

Those are the very things that attracted Mimi Scissons to smokejumping. They're why she applied, was accepted, passed all the training requirements and became the second woman to graduate from the Smokejumper Base. The first was Deanne Shulman, who in 1981 became the first female smokejumper in the United States.

Mimi Scissons (center) mentally prepares herself for the upcoming jump. She was the lone woman among 68 smokejumpers assigned to the McCall Smokejumper Base this past year.

Mimi belongs to the Rosebud Tribe, one of seven tribes that make up the Sioux Nation, and was raised on the Duck Valley Indian Reservation in northern Nevada. "Although I grew up as a tomboy, I do have some domestic skills," she said. Mimi likes to sew, read, hike and ride bicycles and horses.

Her first exposure to forest fires was as a member of the Flathead Interregional Hot Shot Crew. She was a part of that crew from 1984 until 1987. "Sometimes smokejumping is awkward for me," she said. "When a whole group is standing around, like at roll call, I know I am the only woman in the group. I haven't gotten into that 'women can do it too' attitude but I would like to see more women in the program."

The degree in education she received from the University of Montana in 1986 is not enough. She plans to go for her Master's Degree in Public Administration. Currently, Mimi is teaching school. But, the thrill of jumping from an airplane, the friendship of fellow jumpers, the love of the great outdoors, may bring her back to "jump" for many summers to come.

Mary E. McDonough
Native American Program Manager
Regional Office

FOREST NEWS

Hero

It wasn't the kind of thing he thought about doing at all. He just did it. It wasn't because he was the Incident Commander. He was just there at the time.

He never thought he'd be standing beside the Chief, fighting back tears. He never expected his camp to stand and cheer as he was presented the highest token of esteem that a Forest can give an individual for personal service to another human being.

Dale Robertson honored Bill as an employee "who gave it his best shot" as he handed him a plaque that said:

Bill Williams
Serving People
Lowman, Idaho
July 29, 1989

"Hero" is a strong word. A title that seems unattainable to most of us. It's also embarrassing to be called a hero. After all, it's just doing what anyone would do in the same circumstances. Right?

Maybe. But Bill did what we would hope that we would do; what we would pray someone would do for us if we were in trouble.

Lowman, Idaho, changed forever that afternoon. A firestorm of the greatest magnitude washed over the town. People fled. Firefighters made choices for a last stand. They ran door to door to get people out. They cut animals loose. They didn't allow themselves to think about the noise and the fear.

And so it was that about 4 p.m. on July 29, Bill Williams, Incident Commander of what would become the Lowman Fire Complex, took off his fire gear and layed it down on the banks of the South Fork of the Payette River. A few minutes earlier, Mr. and Mrs. Randy Greer of Boise, Idaho, had informed Bill that the caretaker of the Chapman properties was still across the river, trapped by the firestorm that even then was destroying all but one home in the Chapman area.

Through the noise and smoke, Bill shouted and signaled to try to get Mert, the 82-year-old caretaker, to come down to the banks of the river. But Mert couldn't hear Bill. Finally, Bill got his attention and Mert approached the riverbank on the opposite side from Bill.

Stripped down to essential clothing, Bill waded and swam the stream to rescue Mert. He hollered back to the Greers to get him a rope he thought would be needed. While Mrs. Greer went in search of a rope, Randy Greer decided to ford the river and help Bill.

As fire raged around them, Bill and Randy searched for and found a place where they could wade Mert across the river. Each took an arm and helped the old man to the relative safety of the far bank. Bill crossed the river again to rescue Mert's black Labrador retriever and his briefcase.

All who know of this act of personal service to a fellow human being are humbled and grateful. What Bill did will be remembered.

Frank Carroll
Public Affairs Officer
Boise National Forest

Chief Dale Robertson presents a citation and plaque for personal heroism to Bill Williams, Payette National Forest employee and Incident Commander at the Lowman fire.

A Warm and Fuzzy

August 11, 1989

Veto "Sonny" LaSalle
Supervisor's Office
Payette National Forest

Dear Sonny:

I wish to extend McCall Memorial Hospital's sincere . . . appreciation and respect for Jim Knox whose consistent coordination of the multiple firefighters seen in our Emergency Room has made the process much smoother. Jim is very easy to work with. As I am sure you know, Jim is a very devoted, professional representative of the USFS. We are delighted to have been working with a consistent contact person of Jim's capability.

Kudos to your entire team. It seems from our corner of the world that you guys are doing a great job meeting a very tough challenge . . .

Sincerely

/s/ Karen Kellie
President
McCall Memorial Hospital

Editorial Policy— *Intermountain Reporter*

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text may be sent to the Editor separately.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.

The Differently Abled "Experience the Outdoors"

If you want to know what bars the physically impaired from recreational activities on public lands, take them there and have them show you. That advice prompted the Ashley National Forest to invite these folks to "Experience the Outdoors" on September 12.

"Experience the Outdoors" started as a proposal from the Ashley Forest's Civil Rights Action Group. Initially, it was to be a field day for the physically impaired on the Flaming Gorge National Recreation Area. But the idea caught on and involvement spread. Rick Brazell of the Vernal Ranger District mentioned it to Tim Engwell, Handicapped Coordinator for the Vernal District of the Bureau of Land Management (BLM). Engwell expressed so much interest in the activity that Rick decided to present the idea at an annual interagency meeting.

Not only did the BLM buy into the project, but so did the National Park Service. Before long the Utah Divisions of Vocational Rehabilitation and Wildlife Resources, U.S. Fish and Wildlife Service, Bureau of Reclamation, Uintah County Library and the Mayor's Office in Rock Springs, Wyoming, became involved in the effort.

The special visitors were offered seven different tours. They floated the Green River and Flaming Gorge Reservoir, toured Flaming Gorge Dam, visited historic sites in Brown's Park and other areas on the Ashley Forest. Tours to Dinosaur Monument were postponed because of cold weather.

As he welcomed the participants the morning of September 12, Ashley Forest Supervisor Duane G. Tucker said, "We don't say disabled people, you are persons who are differently abled."

And so it was that these people enjoyed an outdoor experience, an opportunity they rarely have. As they enjoyed themselves, participants offered ideas for wheelchair access, interpretive sites for those with hearing and sight impairments, more accessible restrooms and telephones, and much more. Senior citizens who attended offered ideas on volunteerism, seasonal recreation and easier access for the elderly.

Rick Brazell said, "Experience the Outdoors helped us establish a network of communication with these important users. It was also our way of showing them that government agencies want to do more for the disabled."

Rick Brazell (Wildlife Biologist on the Vernal Ranger District) and Tim Engwell (Bureau of Land Management) collaborate on the agenda for "Experience the Outdoors."

Wheelchair access is tested at a Flaming Gorge NRA picnic area.

Mike Stubbs (Supervisory Forester) escorts Mary Johnson on the Flaming Gorge Dam tour as part of the September 12 "Experience the Outdoors." Mary works in the Mayor's Office in Rock Springs, Wyoming.

Angels Come in Different Packaging

The fires of August had cooled. The wind-driven firestorm that burned much of Lowman, Idaho, to the ground was a sharp memory. The pain and shock felt by many residents was just a dull ache for what would never be again. Then my phone rang one morning in late September.

"Frank? This is Jerry Craghead." If he was on the scene, I knew things would go well. I had met him for five minutes in the opening confusion of the 1989 fire bust. "Get up the Lowman road," I had told him. "Give the media full access to the fire area. Do what has to be done. And call me daily." I then gave him a map and a rental car. I never saw him again.

Jerry Craghead, Recreation Planner, Eagle Ranger District, White River National Forest, Rocky Mountain Region—the key figure in this heart-warming episode. He also received a letter from Chief Dale Robertson commending him for his exceptional job in helping evacuate residents during the Lowman fires. The Chief said, "His actions reflect customer satisfaction at its very best."

But, I heard from him. Often. And his reputation for excellence, caring, hard work, and devotion to the job and the people he served filtered down from the far hills. When he left, we gave him the highest rating we could give a Fire Information Officer (FIO), knowing that it wasn't enough to express the gratitude I and my team felt for the work he did.

Other people felt the same. David Frazier, Newsweek, wrote about Jerry. Jerry " . . . took the time to help the folks pack their gear and get out" as the Lowman firestorm advanced on the town. Frazier said that " . . . running across a public servant like Jerry Craghead takes a little of the sting out of tax time for me." He also said Jerry was one of the best FIO's he ever ran across.

So, now he was on the phone. Many weeks later. "I need you to do me a favor," he said. "Anything," I replied. He told me the story of a little girl, Kristy Felty, and her horse, Strawberry. Kristy was all alone on July 29 when the fire hit her home in Lowman. She tried her best to get stuff out of the house. She tried to save the family pets, especially her horse, Strawberry. But there wasn't time; she couldn't do it. She saved herself as the family home burned down. Pets and other animals ran off or were killed. Strawberry was badly burned. Kristy gave the order to the vet that put Strawberry down.

Jerry was there and he made himself a promise that day. He would get that little girl a new horse. Then he went home to Colorado.

Jerry says he didn't do anything. He just made a few phone calls and got some people interested—people like the Colorado Horse Rescue who helped him find an anonymous donor in Golden, Colorado. The donor just happened to have a spare horse, a 17-year-old gelding named Buck. I was one of his calls. "Help me set up a relay to get Buck to Lowman," he said. Forest Service people care enough to donate time and equipment to ferry that horse across three states, don't they? You bet.

I called Merle Young on the Ashley and Ed Waldapfel on the Sawtooth. Karrol Braddock agreed to take Buck from Vernal, Utah, to Ogden. Ed called to say that Ray Neiwert would pick the horse up at Ogden and take him to Twin Falls. Jack Gollaher and his wife, Jan, an expert horsewoman, agreed to take me with them to Twin Falls to pick up Buck for the final leg of the journey to Lowman.

And that's how it went. Jerry drove Buck to Vernal where he spent the night after a 20+ hour ride. Karrol broke a finger getting Buck loaded but she got him to a rest stop on the north side of Ogden. Ray picked him up and took him home. Jack, Jan, and I picked him up after two days rest and took him the rest of the way. At about 7 p.m. on October 23, we left Buck in the care of Ellen Shaw, proprietor of the South Fork Lodge at Lowman.

The next morning, I drove to Lowman to officially transfer Buck to Kristy. All the area's TV stations and the Idaho Statesman were there. So were a lot of local folks. News travels fast in a small town. Kristy showed up with her brothers and sisters and her mom. She had a cold, I think; she was sniffling a bit and was quiet.

Shortly after 10 a.m., I asked Kristy to accompany me down the road to the stable where Buck was housed. We walked together, not saying anything, TV and still cameras hovering in front of us. Just as we approached the barn, Ellen's outfitter led Buck into the road and handed his bridle to Kristy.

Now, there were some tough customers standing there when I handed the legal papers to Kristy. People who had withstood the soul-searing search of hungry cameras. And we all winced to see the press hone in on that little girl that day. But I testify to you that she never flinched. Her love for that horse giving her strength beyond any embarrassment she might have felt. She cried, but, through the tears, she talked clearly to those reporters. She said she would ride Buck a lot and love him a lot. That was the gift that Jerry Craghead gave a lot of people that day. Kristy, too.

Jake Putnam of the NBC affiliate asked Kristy if she needed anything for the horse. She said she had nothing. Buck came to her with only the coat on his back. The news folks let that out to the Boise area that night.

The next day, saddles arrived as did bridles, feed, money, a ton of hay, curry combs, saddle blankets, checks, and bareback pad. Lowman Ranger Morris Huffman and I spent that day, and the next day, too, on the phone saying thank you to people who wanted to give to Kristy.

And every so often, when my eyes wander to the distant peaks, dimly seen through my office window, I think of Kristy and Buck, and, most especially, of Jerry Craghead who made it all possible because he cared.

I guess it's like Gary Cargill said, Jerry isn't like us mere mortals. He thinks of things that would never occur to most of us.

Well, thanks, Gary, and take good care of Jerry . . . because, sure as we're sitting here, we'll need an angel again sometime.

Frank Carroll
Public Affairs Officer
Boise National Forest

Buck is loaded by Ray Neiwert, Twin Falls Range Staff, for one leg of his trip to Lowman. Jack Gollaher, Boise Fire Staff, and his wife, Jan, stand by for any assistance they can provide.

(Left to right) Sharla Myers (KBCI-TV) and Dan Goecochea (KTUB-TV) record on camera the meeting of Kristy Felty and Buck.

This letter was sent by Jerry Craghead to Frank Carroll and others on the circuit:

The human side of any organization is without question the strongest and the people of the Forest Service can stand a lot prouder and taller this week because of that strength.

Your amazing outpouring of compassion for a young woman in Idaho who lost her horse in the Lowman Fire last summer is a remarkable tribute to this organization. When a replacement horse for Kristy Felty was located in Golden, Colorado, it took only a few key strokes on the DG to tap the great strength of the people of the Forest Service and move that horse across the western United States and into Kristy's arms.

Not a single one of you had met Kristy and no one asked a thing in return for their help. Some drove all night, others made a midnight rendezvous with a horse named Buck and a trailer full of goodwill. Still, others gave up days off, got up early and drove hard through the day, and many others offered encouragement or expense money; all to deliver a gift to a person they had never met and do a deed for which there would be little thanks.

It was a remarkable cargo which wound its way across the Arapaho, the White River, the Ashley, the Sawtooth and the Boise National Forests.

I want to offer all of the thanks I can to everyone who helped and offered encouragement. I can't begin to list names because I simply don't know everyone who pitched in.

It's that kind of outfit. We get the job done.

Thank You from me and Kristy,

Jerry

P.S. When Buck was given to Kristy she cried and said, "I am going to love him a lot and ride him a lot."

That's the gift we helped deliver.

SPECIAL INTEREST

New Publication

"Your Land: The National Forests in Idaho"

Idaho Governor Cecil Andrus receives the first hardbound edition of, "Your Land: The National Forests in Idaho," hot off the press, at the recent Governor's Conference on Recreation in Sun Valley, Idaho. The book is presented by Boise National Forest Supervisor Dave Rittersbacher on behalf of the Idaho National Forest Supervisors.

There's a new book out. Through its pages, you can almost touch the land it celebrates . . . the National Forests in Idaho.

"Knees almost buckle as they slam bam across a mogul in impossibly deep snow at places with legendary names like Sun Valley and Bogus Basin, where there is skiing to rival skiing anywhere. Visit once, and you'll keep coming back. Twang! The line dips . . . once . . . twice . . . a fish is hooked! Carefully, the squiggly perch is angled through the hole in the ice and onto the snow. How many is that? 40? 60? There's a certain greedy satisfaction in ice fishing."

". . . Everyone owns a piece of America's great outdoors; both wilderness advocates and loggers alike. Those who think of Idaho as the potato state are in for a surprise. Idaho has more wilderness than any state except Alaska. Interested? Read on . . ."

This 108-page, full-color book has been printed both as a paperback ($14.95) and a hardback ($25.00), or individual segments can be purchased for $2 to $3. Each segment covers one Idaho National Forest and is 8 pages long, with the exception of the Sawtooth National Forest which includes the Sawtooth National Recreation Area. Interpretive Associations can sell the book. And individual National Forest Employees Associations can purchase books for resale to employees. In addition, several book dealers in Idaho will sell the book.

The book is totally an Idaho product. The vision of the book came from the Idaho National Forest Supervisors and is only one of many National Recreation Strategy efforts underway in Idaho. A team of employees headed by Teresa Chase, Palouse Ranger District, Clearwater National Forest; Dan Baird, Salmon National Forest; Frank Carroll and Brent McBeth, Boise National Forest; Ed Waldapfel, Sawtooth National Forest, and advisor Jack Lavin were responsible for the final product. The writeups of each National Forest were authored by individuals on those Forests and the introduction was written by Frank Carroll of the Boise National Forest.

Peak Media, Inc., of Hailey, Idaho, was the publisher. The printing was done by Century Printing in Coeur d'Alene.

The Autumn 1989 issue of the magazine, "Oh! Idaho," (also published by Peak Media) carries a beautiful, 6-page, full-color promotional piece about the Idaho National Forest book. In that article, author Clarance Stilwill says, "Perhaps the unique aspect of this book is that many of the photos presented were taken by the men and women of the U.S. Forest Service, who, in the everyday course of their lives . . . always tend to pack a camera along. Thus they create a candid collection of moments from an environment that for them is all in a day's work. But for the rest of us, it is a world made from daydreams, wilderness, and the serene renewal of the spirit."

Ed Waldapfel
Public Affairs Officer
Sawtooth N.F.

Frank Carroll
Public Affairs Officer
Boise N.F.

What's a Poor Christmas Tree To Do?

It's December 30. The gaily wrapped presents are gone. The tinsel is drooping and the arguing begins over who has to dismantle the tree. The once-loved Christmas tree is a scorned object. Its moment of glory is gone—no more ooo's and aaa's—this symbol of Christmas is now nothing more than a droopy, needle-dropping nuisance. It's just something for the Boy Scouts to pick up from the curb.

Perk up little tree. You can continue to serve and bring happiness.

After Christmas trees have been enjoyed inside during the holidays, they can be moved outside to serve as bird feeders. Use nylon thread, fishline or light gauge wire to string the food (birds can get their feet caught in the strands of cotton thread).

Properly cut up, the trunk of the Christmas tree can be used for firewood. Some gardeners cut off the boughs and use them to protect sensitive outdoor shrubs from wind and snow.

You see little tree. There's still many good things you can do after the festivities of the yule season.

Skillful HOSTing

Everyone in the Forest Service, at some time, works with some of the various publics served by our agency. Most are pleasant exchanges of information but, occasionally, the contact is with a person who is unhappy with a program or management activity or is one that requires special effort.

It takes an employee with exceptional communication and personal relations skills to make the most of these encounters and to turn them into a positive experience. The ability to relate to all people with their varied views and desires is a rare and valued asset.

The Toiyabe National Forest has an employee who has these talents and utilizes them as the administrator of the personal use fuelwood program on the Carson Ranger District. For two seasons, Clair Higgins has been solving daily fuelwood conflicts with patience, hard work and an easy smile. Clair goes out of his way to free vehicles that are stuck, clear hazards, provide accessible wood for the elderly and educate permittees about the need for regulations.

The extra effort Clair puts into his job is reflected by comments received. District Ranger Guy Pence said he gets an occasional complaint about some aspect of the fuelwood program but everyone has something good to say about Clair.

A case in point was the day Robert Martin arrived in a wheelchair to cut wood. Clair was anxious to help Mr. Martin succeed so he felled a tree and provided access.

This experience inspired Clair, armed with technical advice, to plan a fuelwood area for the physically impaired. He found a suitable area and recruited the Dog Valley fire crew to fell some trees. His plan calls for help from the Boy Scout troop he leads as Scoutmaster. The Scouts will clear obstacles and create trails, a parking area and other improvements while meeting the requirements for an Eagle Scout project. Clair also hopes to recruit additional volunteer labor and materials to develop picnic and camping facilities.

The benefits of Clair's extra effort reflects positively on the Forest Service as seen in the following letter from the Martins:

Sept. 12, 1989

To Whom It May Concern:

My family and I would just like to let you know about one of your employees who we feel deserves recognition for all the help and consideration he has given us. Because of Clair Higgins, my husband has been able to enjoy the forest and has been able to do the things a man enjoys doing—cutting his own fire wood for the family. He's gained self confidence in himself. The reason I say this is because my husband is disabled. He has no use of his legs and is confined to a wheelchair. With help from Mr. Higgins, my husband was able to do things a man without a handicap could do. I'm very proud of my husband's accomplishments and many, many thanks go to you and Clair Higgins. Maybe we will see more handicapped people come and enjoy our forests just like my husband has done. Just being able to come and see the beautiful area does wonders for a person, not only in body but in the mind. My husband is proof of that!

Sincerely

/s/ Marlene Martin and R.W. Martin

Intermountain Reporter

Published for Forest Service employees and retirees by the Information Office, Intermountain Region, Forest Service, U.S. Department of Agriculture—Federal Office Bldg., 324 25th Street, Ogden, Utah 84401.

Colleen Anderson, Editor
Susan McDaniel, Design and Layout

Did You Know . . .

Make Your Business Cards Work for You

•When having business cards printed, don't put your home phone number on them. Handwrite it when giving a customer your business card. Then tell the person not to hesitate to call you at home. This makes the person feel special.

Source: David Cottle, cited in "Quality Client Service," 16800 W. Greenfield Ave.; Brookfield, WI 53005.

•If you have received exceptional service at a company, restaurant, hotel, beauty salon or barber shop, write a note on the back of your business card. Say, "Enjoyed your friendly, courteous service. We'll try to serve you as well when you visit a National Forest."

Source: Barbara Kudlacek; Topeka Public Schools; 624 W. 24th Street; Topeka, KS 66611.

Special Pay Rate for L.A. County Approved

In the October 18 issue of the "Pacific Southwest Newslog," Regional Forester Paul Barker announced that a special salary rate had been approved for Forest Service employees in Los Angeles County in the 462 (Forestry Technician) series. Paul said: "It's only the first bite out of the apple, but given enough time, we'll eat the whole apple." The effective date for the new pay rate was September 24.

PERSONNEL

Return to Action

On July 26, one of the worst lightning storms in history swept across the Payette National Forest leaving 248 actively burning wildfires in its wake. The essential resources needed to battle this fire outbreak quickly exceeded what was available on the Forest. Among the hundreds of local people who came to assist the Payette Forest were several skilled retirees, Andy Finn, Jim Butler, Harry Roberts, Elwin Turner, Hank Shank, Virgil Donica, Pete Pierson, and Paul Wilde.

Gene Benedict, Fire Staff Officer on the Payette, says, "There is no substitute for the years of experience they offered. Their willingness to return when the chips were down reflects their feelings about the outfit."

Andy Finn, the youngster of the group, retired after 33 years. Born and raised in Council, Idaho, Andy has strong ties to the Payette National Forest. Andy eagerly volunteered to serve when the lightning strikes of July 26 brought more fire than the Forest had ever managed. This retired Recreation and Lands Branch Chief was soon assigned to head the Forest Safety Team. It is often easy to overlook safety when firefighters are concentrating on suppressing a fire. Andy's job was to insure that safety remained the highest priority in all management decisions and in every action taken in this mass fire suppression effort involving over 4,000 people. Andy's clever, eye-catching messages suddenly appeared everywhere, making a powerful and unforgettable impression.

Perhaps one of the most demanding jobs on any fire is that of dispatcher. Jim Butler, served in that capacity for 17 years before retiring in 1984. Volunteering is not a new experience for Jim who returned for three weeks for fire duty in 1988 and for several weeks during this past recordbreaking year. By August 3, the McCall airport was handling over 400 air operations a day which is comparable to a typical day at the Boise air terminal, Idaho's largest airport.

Jim says the biggest change since his retirement is the sophistication of

Retiree Jim Butler (left) with Duke Norfleet, Forest Dispatcher.

firefighting equipment. In 1951, when Jim started as a temporary employee, the dispatch office was located downtown in the Ranger's office. "Things then were a lot different. We had to call the airport to see if a plane we dispatched had left." Jim now spends most of his free time fishing, hunting, boating, gardening, and just enjoying his retirement.

Harry Roberts, who retired as Base Manager of the McCall SmokeJumpers Base in 1984, has seen many fires in his 29 years with the Forest Service. Because of his previous experience, Harry was assigned as the air attack and fire detection officer.

In the winter, Harry travels the snowpacked roads of McCall with a school bus. He also keeps busy with carpentry, fishing and hunting. Harry says "You don't realize how much stress you have on the job until you retire. Retirement is great. The new Incident Command System was not in effect when I worked for the Forest Service."

Elwin Turner, who retired as a Road Maintenance Work Leader, has been assisting with firefighting for 23 years. He remembers when the people in town used to load up in a truck and fight the forest fires by themselves. "Years ago, firefighters didn't have as many comforts as they do now," Elwin reminisced.

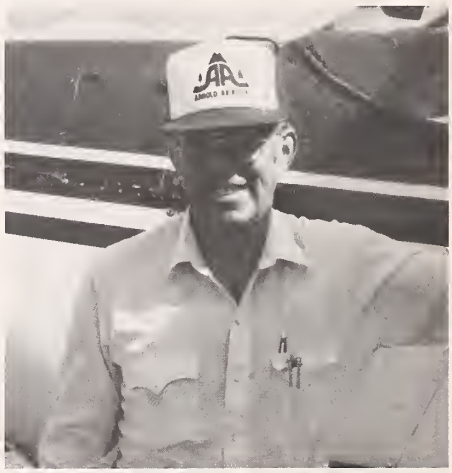
Elwin put aside his woodworking, a specialty of his, lawnmowing, and strawberry picking to lend assistance. His expertise in vehicle maintenance made him a perfect selection as Vehicle and Heavy Equipment Inspector. His help was greatly appreciated when bus drivers were urgently needed.

Andy Finn, a fairly recent retiree, returns to action as a volunteer.

Hank Shank, Virgil Donica, and Paul Wilde, were unavailable for interviews. They filled the need for experienced back country drivers. Pete Pierson, also unavailable for an interview, filled in as Deputy Incident Commander on the Foolhen Complex fires.

The contributions of these individuals during this emergency situation were much appreciated. Our thanks to these loyal retirees who set aside busy schedules and provided support and experience to the fire suppression effort.

Brent Botts
Jeanne Felmy
Harold Greenlee
Fire Information
Payette National Forest



Harry Roberts comes to assist the Payette Forest with skills he learned during his 29 years with the Forest Service.

PERSONNEL

Roll Call

REGIONAL OFFICE

Appointment
BONNIE JACQUES, Clerk Typist, P&B

Promotions
JIM HASKELL, Director, IS, to Director, Information Systems, WO
MICHAEL COLLETTE, Hydrologist, Idaho Panhandle NF, R-I, to Hydrologist, R&W
COLLEEN ANDERSON, Writer-Editor, to Public Affairs Specialist, IO
MARSHA FRYER, PM, to Management Assistant, P&B
LEANN TRACY, Clerk Typist, E, to Payroll Clerk, E
CINDY DEATS, from UNCPO, to Supervisory Personnel Assistant for the Central Processing Unit for Nevada, Utah, RO and INT
CINDY BARTON, Clerk Typist, to Secretary, S&PF
JON LIBBY, Structural Engineer, to Supervisory Structural Engineer, E
YOLANDA NIETERT, Supervisory Personnel Assistant, to Personnel Management Specialist, Wasatch-Cache/GSC
KATHY BRECHBILL, Supervisory Personnel Assistant, to Personnel Management Specialist (primarily covering INT)

Promotions in Place
F. MARION MORRILL, Equipment Specialist Automotive, E
NORA SANCHEZ, Personnel Clerk, PM

Reassignments
BARBARA RATE, Supervisory Contract Specialist, R-9, to Supervisory Contract Specialist, AS
CARMEN FUNSTON, Personnel Management Specialist, to Personnel Officer, Humboldt/Toiyabe NF's
LYNDA AOKI, Personnel Clerk, to Equal Opportunity Assistant, CR
WILLIAM DUNNING, Foreser, TM, from INT

Retirement
BILL ELLISON, Regional Equipment Engineer

Transfers In
ANN ALLEN, Clerk Typist, P&B, from the Department of Army
APRIL ALEXANDER, Clerk Typist, IO, from Hill Air Force Base

ASHLEY NATIONAL FOREST

Promotions
GAYNE SEARS, Forestry Technician, Minarets RD, Sierra NF, R-5, to Forestry Technician, Roosevelt RD
BRUCE SLOVER, Supervisory Forester, from Supervisory Forester, Daniel Boone NF, R-8

Reassignment
LOREN WALKER, Administrative Officer, SO, from Fiscal Officer, Boise NF

Retirement
STELLA A. WELDER, Support Services Specialist, Flaming Gorge RD

BOISE NATIONAL FOREST

Appointments
JAIME VASQUEZ, Student Trainee, SO (Fiscal)
JENNIFER CALLAN, Public Affairs Officer, SO

Promotions
ELIZABETH MARTIN, Mail and File Clerk, SO, to Business Management Assistant, SO
RONALD HOHNSTEIN, Forestry Technician, Emmett RD, to Supervisory Forestry Technician, Boise RD
ANN ROSEBERRY, Forestry Technician, Emmett RD, to Forester, Emmett RD
DALE SWEARINGEN, Tractor Operator, Lucky Peak Nursery, to Maintenance Worker, Lucky Peak Nursery

Promotions in Place
RICH CABALLERO, Forestry Technician, SO (AF&L)
LUZ MARIA MORENO, Information Receptionist, Mountain Home RD

Reassignments
CHERYL MOLIS, Administrative Officer, BIFC, to Contract Specialist, SO
KENNETH THOMPSON, Forestry Technician, Lowman RD, to Forestry Technician, Emmett RD

Resignations
CAROLYN STRICKLING, Range Conservationist, Mountain Home RD
KIP CROWLEY, Student Trainee, Mountain Home RD

Retirements
ROBERT ENTWISTLE, Architect, SO
KIRBY LEE, Forest Engineer, SO
CHUCK NELSON, Land Management Planning Officer, SO

BRIDGER-TETON NATIONAL FOREST

Appointments
PATRICIA STEIKUNAS, Land Surveyor, Jackson RD
CLEM RAWLINS, Hydrolic Technician, Pinedale RD
JEANNIE SMITH, Information Receptionist, Greys River RD
CHEYRL HARRELSON, Hydrologist, Pinedale RD

Promotions
JENNIE IMESON, Clerk-Typist, SO, to Administrative Assistant, SO
PATRICIA HAINES, Fire Operations Clerk, SO, to Forestry Technician, SO
PATRICK HARRELSON, Civil Engineering Technician, Greys River RD, to Civil Engineer, Greys River RD
ROBERT KING, Civil Engineering Technician, Greys River RD, to Civil Engineer, Greys River RD

Promotion in Place
JOETTE ZAKOTNIK, Cartographic Technician, SO

Reassignments
SUE CATHEY, Support Services Supervisor, Fremont NF, to Administrative Assistant, SO
JAMES CATHEY, Forestry Technician, Fremont NF, to Forestry Technician, SO
WILLIAM BASS, Range Conservationist, White River NF, to Forester (ADR), Jackson RD
GREG KERBS, Accountant, SO, to Budget Analyst, Targhee NF
NANCY TROTTER, Accounting Technician, SO, to Resource Clerk, SO

Transfer Out
ETHEL J. CAPLAN, Resource Clerk, SO, to Budget Assistant, National Park Service

CARIBOU NATIONAL FOREST

Promotion in Place
AGNES LEWIS, Resource Clerk, Montpelier RD

Retirements
BOYD CARPENTER, Branch Chief, Recreation, Land Uses, Fire and Timber Management
PHILOMENA J. LANCE, Computer Assistant, SO

CHALLIS NATIONAL FOREST

Appointment
MARY L. HURLESS, Clerk, Yankee Fork RD

Promotion
ROBERT SENGL, Staff Officer, SO, to Supervisory Civil Engineer, Targhee NF

DIXIE NATIONAL FOREST

Appointment
JANICE JENSEN, Information Receptionist, Cedar City RD

Reassignments
TAMARA DRAPER, Clerk Typist, to Support Services Supervisor, Teasdale RD
BRIAN FERGUSON, Forester, Gila NF, to Forester, SO

FISHLAKE NATIONAL FOREST

Promotions
MERTINA RANDLES, Accounting Technician, SO, from Clerk, SO
LOIS MECHAM, Supervisory Accounting Technician, SO, to Budget and Accounting Analyst, SO
KAY SHURTZ, Assistant Forest Engineer, SO, to Assistant Forest Engineer, Wasatch-Cache NF, SO

Retirements
TOM STINSON, Supervisory Range Conservationist, Fillmore RD
UDELL NIELSEN, Forest Worker, Richfield RD

HUMBOLDT NATIONAL FOREST

Promotions
PEGGY ANN ROWLEY, Clerk Typist, Ely RD, to Information Receptionist, Ely RD
DOUGLAS R. CLARKE, Forester, Nez Perce NF, to Forester, SO

Reassignments
JAN BOWEY, Range Conservationist, Targhee NF, to Range Conservationist, Mountain City RD
ARLEEN MARTINEZ, Support Services Supervisor, Santa Rosa RD, to Support Service Supervisor, Jarbidge RD
MESIA NYMAN, Range Conservationist, Mountain City RD, to Forester (Admin.), Helena NF

Resignation
CARL HRUSKA, Wildlife Biologist, SO

MANTI-LA SAL NATIONAL FOREST

Promotion in Place
BECKY J. HAMMOND, Geologist, Price RD

PAYETTE NATIONAL FOREST

Appointments
GLORIA RINGEL, Payroll Clerk, SO
MARLIN DAY, Forestry Technician, Council RD
CAROLYN BARBAT, Forestry Technician, Council RD

Promotions
MARY BETH KNOX, Business Management Clerk, SO, to Accounting Technician, SO
MARGARET ANDERSON, Forester, Klamath NF, to Forester, Council RD
PATRICIA SCHWIND, Forestry Technician, Clearwater NF, to Forestry Technician, SO

Promotions in Place
FAYE STEINHAUS, Personnel Clerk, SO
CAROL MOORE, Payroll Clerk, New Meadows RD

Reassignments
LEE ANN KESLER, Payroll Clerk, Council RD, to Resource Clerk, Council RD
DAN PEREZ, Student Coop, Heber RD, to Range Conservationist (trainee), Council RD
SHERI KOSOSIK, Personnel Clerk, SO, to Accounting Clerk, SO
GRETCHEN SAUSEN, Hydrologist, SO, to Fishery Biologist, SO
MICHELLE TRUELOVE, Resource Clerk, Council RD, to Winema NF, R-6

Retirement
BEVERLY FRANKLIN, Dispatch, SO

SALMON NATIONAL FOREST

Promotion
RICHARD RODGERS, Range Conservationist, Challis RD, to Forester (Admin.), Leadore RD

Promotion in Place
GAIL FIREBAUGH, Archeologist, SO

Reassignments
ALLAN HENDERSON, Supervisory Forester, to Forester, Cobalt RD
JACQUILYN CAIVANO, Clerk-Typist, SO, to Accounting Technician, SO
EILEEN HAVENS, Supervisory Administrative Assistant, SO, to Budget Analyst, SO

SAWTOOTH NATIONAL FOREST

Appointments
ROMA NELSON, Information Receptionist, Sawtooth NRA
TERESA J. HOLLEY, Clerk-Typist, Stanley RD
SHERYL FIRTH, Business Management Clerk, Sawtooth NRA

Promotions
KARIN LYTTLE, Business Management Clerk, Sawtooth NRA, to Financial Assistant, Sawtooth NRA
JAMES CHARD, to Range Conservationist, Burley RD

Promotion in Place
GERI RAYMOND, Purchasing Agent, Sawtooth NRA

Transfers Out
KRIS JOHANSON, Clerk, Sawtooth NRA, to Support Services Supervisor, Kootenai NF
ANN ARNOLD, Support Services Supervisor, Ketchum RD, to Support Services Supervisor, Olympia NF

TARGHEE NATIONAL FOREST

Appointments
LORI B. NAGLE, Clerk (Trainee), IDA/WY Personnel Management
BRIAN L. WILKENING, Maintenance Worker, Island Park RD

Promotions
ALAN SILKER, Supervisory Forester, Bridger-Teton, to Interdisciplinary Supervisory, SO
GREGORY KERBS, Accountant, Bridger-Teton NF, to Budget Analyst, SO

Promotion in Place
JAN BOWEY, Range Conservationist, Palisades RD

Reassignments
JAN BOWEY, Range Conservationist, Palisades RD, to Range Conservationist, Humboldt NF
MAC MURDOCK, Teton Basin District Ranger to Dubois District Ranger

TOIYABE NATIONAL FOREST

Appointment
DEBRA HILL, Range Conservationist, Las Vegas RD

Promotion in Place
CECILIA STEWART, Information Assistant, SO

Reassignment
MARIA GREVSTAD, Personnel Clerk, Mt. Hood NF, to Information Assistant, SO

UINTA NATIONAL FOREST

Appointments
BARBARA GARCIA, Wildlife Biologist, Heber RD
KATIE FOREMAN, Information Receptionist, SO

Promotions
DONNINE BOETJER, Clerk/Typist, Oklahoma, to Mail/File Clerk, SO
PAUL GAUCHAY, Range Technician, Heber RD, to Administrative Assistant, SO
JAMES PERCY, Range Conservationist, Humboldt NF, to Range Conservationist, Heber RD
KARYL GEORGIA, Support Services Specialist, Heber RD, to Supervisory Budget Analyst, SO

Reassignments
DIANE MOURITSEN, Program Assistant, RO, R-I, to Clerk/Typist, SO
DAVID GRIFFEL, Wildlife Biologist, Bridger-Teton NF, to Wildlife Biologist, Spanish Fork RD

WASATCH-CACHE NATIONAL FOREST

Appointment
HEIDI BARKER, Information Receptionist, Ogden RD

Promotions
MARION TRYON, Personnel Management Specialist, Deschutes NF, R-6, to Personnel Officer, SO
KAY SHURTZ, Supervisory Civil Engineeer, Fishlake NF, to Supervisory Civil Engineer, SO
BRENDA HANSEN, Access Clerk, Ogden RD, to Information Receptionist/Typing, SO
DALE BOSWORTH, Forest Supervisor, to WO-TM, vice Bob Joslin

Promotion in Place
THOMAS R. KIMBROUGH, Meteorological Technician, SO

DR. KEITH E. EVANS has returned to the Intermountain Research Station in Ogden, Utah, as an Assistant Station Director. He replaces Dr. Duane Lloyd who became Deputy Station Director in July. This is Keith's second assignment at the Station. He was Assistant Station Director for Planning and Application before transferring to the Washington Office in 1985.

CLARENCE TIPTON, Associate Deputy Chief of Administration, is retiring. Before going to Washington, "Tip" was Director of Fiscal Management in Region 4.

Look for Awards Section in the next issue of Intermountain Reporter.

HISTORY

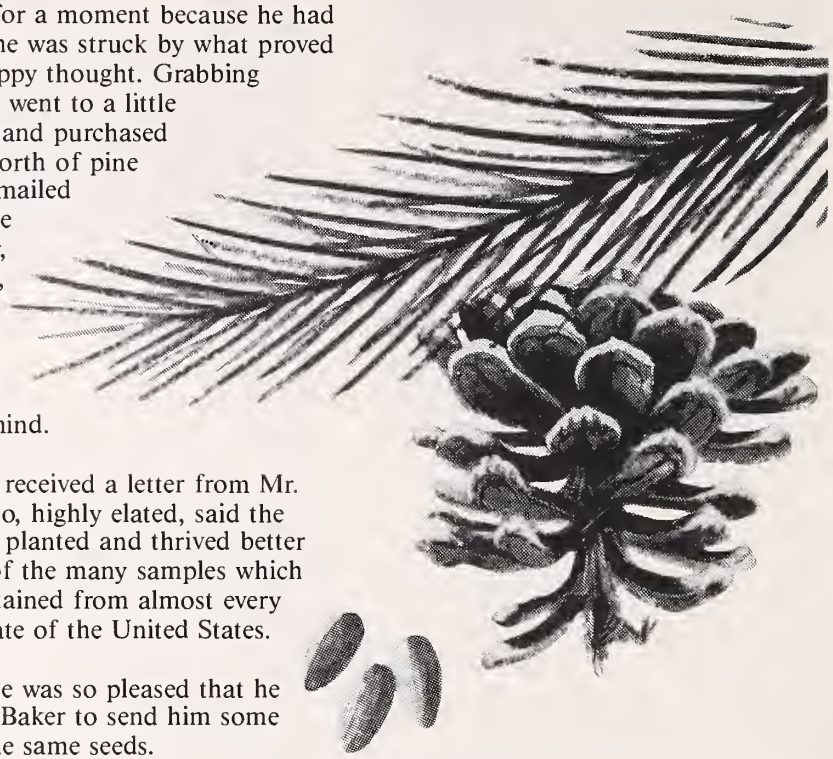
Ogden Nuts Help Persia to Re-Forest

When settlers came West, they found Indians harvesting pinyon nuts by placing a blanket under the tree, then climbing the tree and shaking the branches. The nuts on the blankets were sold or traded for other supplies. When the "blanket harvest" was over, many spent long hours handpicking the nuts from the debris on the ground. Through the years, Ogden families participated in the harvest and brought yearly supplies of pine nuts to local shops. On October 28, 1925, the Ogden Standard-Examiner ran the following story about the nuts under the heading: Ogden Nuts Help Persia to Re-Forest, by Irene Woodhouse.

"Pine nuts from a 25th Street fruit store are playing a part in the reforestation of Persia (Iran), F. S. Baker of the Intermountain District of the U.S. Forest Service said today.

"Three years ago, Mr. Baker was requested to send some seeds to a missionary in Persia who was attempting to find a tree that was adapted to the climate there.

"Puzzled for a moment because he had no seeds, he was struck by what proved to be a happy thought. Grabbing his hat, he went to a little fruit store and purchased 25 cents worth of pine nuts, and mailed them to the missionary, H. Rieban, and promptly dismissed the matter from his mind.



"Today he received a letter from Mr. Rieban who, highly elated, said the seeds were planted and thrived better than any of the many samples which he had obtained from almost every western state of the United States.

"In fact, he was so pleased that he asked Mr. Baker to send him some more of the same seeds.

"Reflecting on the success of his last venture, Mr. Baker again proceeded to a 25th Street fruit store, plunked down another quarter for some more pine nuts which he smilingly mailed to the missionary at Tabriz, for the reforestation of Persia."

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